

The Honorable Ronald V. Dellums  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Congressman Dellums:

The comments expressed in the first paragraph of your letter of 2 December 1975 are basically correct. However, the "preferability" of the tractor-trailer positions over the chauffeur assignments is questionable. When including overtime factors, the yearly total salaries are comparable. The tractor-trailer positions demand odd hours on the job to accomplish delivery or pick-up of cargo from airports and shipping terminals throughout, not only the Metropolitan Washington area, but other locations as well. In addition, a great deal of physical labor is required to effect the loading and offloading of the cargo, whereas normally our Motor Pool chauffeurs are not required to do same.

Our table of organization provides eight tractor-trailer positions, but two basic factors, driver openings and skills, have restricted the movement of chauffeurs to the tractor-trailer operation in the past. While it is true that, up until now, all of these positions have been filled with whites, recently one driver retired; and this allowed us to transfer a black, [redacted] from the Motor Pool to that group after an intensified external training program at the Agency's expense. The oldest driver now in the tractor-trailer group is 54 years old; and we, therefore, do not expect any further retirements until this individual reaches the age of 60. Therefore, unless illness should force one of the drivers to retire earlier than anticipated, we do not expect to effect another transfer for awhile.

STAT

Nevertheless, each of our chauffeurs, 25 in number, has been advised that training at government expense is available if they wish to transfer to the tractor-trailer operation. However, thus far, only three have specifically requested this training.

[redacted] was provided with this training at the cost of \$3,700 or about 8 percent of the total training funds available to his

STAT

office of assignment. Soon we expect to select another chauffeur for the same or similar-type training, even though a position may not be available until a later date. In this regard, I might add that, as any vacancies become available, each and every black assigned to our Motor Pool will be given every consideration not only for additional training, but for any vacancy for which he may be or can become qualified. You may be interested to know that the positions of Chief, Motor Pool Branch and his Deputy have been occupied by blacks since April 13, 1975, and we rely heavily on these individuals for recommendations regarding suitability and deserving candidates for training and assignments. Thus far, their performance has been characterized as outstanding.

Incidentally, we also have two whites currently assigned to other components who have on their own initiative and at some expense to themselves taken similar driving courses. We, therefore, feel that we have an obligation to consider these men as well for the next opening. You should also note, however, that the successful completion of the training courses does not automatically ensure any individual he is qualified to drive the vehicles in question. The individual is still expected to be appropriately licensed.

I would hope that the above facts will suffice to assure you that we are taking and will continue to take whatever actions we can to provide all employees, not only our blacks, who are in chauffeur positions with every opportunity to better themselves in every way possible. If you should have any further questions or I can be of further assistance, please let me know.

Sincerely,

W. E. Colby  
Director

SUBJECT: Letter to Congressman Ronald V. Dellums

ORIGINATING OFFICE:

/s/ Michael J. Malanick

Michael J. Malanick  
Director of Logistics

11 DEC 1975

Date

CONCURRENCE:

/s/ John F. Blake

John F. Blake  
Deputy Director  
for  
Administration

11 DEC 1975

Date

Distribution:

Orig - Adse  
2 - DCI  
✓ 1 - DDCI  
1 - ER  
2 - DD/A  
1 - OL Official  
1 - LC  
1 - D/EEO

Congress of the United States  
House of Representatives

RONALD V. DELLUMS, 7TH DISTRICT, CALIFORNIA

DISTRICT OF COLUMBIA COMMITTEE

CHAIRMAN, SUBCOMMITTEE ON EDUCATION

ARMED SERVICES COMMITTEE

WASHINGTON OFFICE:

1417 LONGWORTH BUILDING  
WASHINGTON, D.C. 20515  
(202) 225-2661

DISTRICT OFFICES:

2490 CHANNING WAY, ROOM 202  
BERKELEY, CALIFORNIA 94704  
(415) 548-7767

201 13TH STREET, ROOM 105  
OAKLAND, CALIFORNIA 94604  
(415) 763-0370

DONALD R. HOPKINS  
DISTRICT ADMINISTRATOR

December 2, 1975

DD/A 75-5828

Mr. William E. Colby  
Director,  
Central Intelligence Agency  
Washington, D.C. 20505

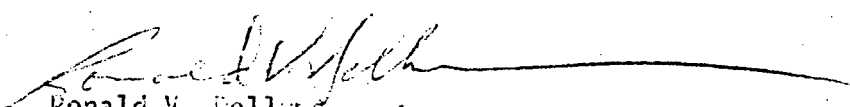
Dear Mr. Colby:

Recently I was contacted regarding the status of the Agency's Equal Employment Opportunity's efforts for those personnel who are tractor-trailer drivers and those who are chauffeurs. I have been told that all the chauffeurs are black and all the tractor-trailer drivers, with the exception of a new trainee, are white. I have been led to believe that the tractor-trailer operator is a preferable job and that progression from chauffeur is theoretically possible.

I am interested in learning the Agency's plans regarding chauffeur upgrading, possible tractor-trailer operator openings, and whether you anticipate providing training assistance to those chauffeurs interested in promotion.

Thank you for your assistance.

Sincerely,

  
Ronald V. Dellums  
Member of Congress

KVD/rb:pf

OL 5 6153

REFERENCE

UNCLASSIFIED	CONFIDENTIAL	SECRET
--------------	--------------	--------

## EXECUTIVE SECRETARIAT

### Routing Slip

TO:		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	S/MC				
4	DDS&T				
5	DDI				
6	DDA		✓		
7	DDO				
8	D/DCI/IC				
9	D/DCI/NIO				
10	GC				
11	LC				
12	IG				
13	Compt				
14	D/Pers				
15	D/S				
16	DTR				
17	Asst/DCI				
18	AO/DCI				
19	DEED		✓		
20					
21					
22					

SUSPENSE \_\_\_\_\_ Date \_\_\_\_\_

Remarks:

OL 5 6153

Executive Secretary

Date

3637 (1-75)

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: Deputy Director for Administration  
Room 7D-26  
Headquarters

EXTENSION

NO.

DD/A 75-5912

DATE

11 December 1975

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. Director of Central Intelligence  
Room 7D-5607

*R. Lee*

Sir:

There is attached correspondence from Congressman Dellums raising certain questions about types of individuals assigned to different type driving duties and a proposed reply for your signature to Congressman Dellums.

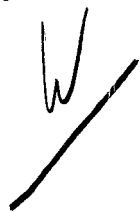
You should be aware of both the inquiry and the answer before Congressman Dellums joins you for breakfast on Monday, 15 December.

/s/ John F. Blake

John F. Blake  
Deputy Director  
for  
Administration

Atts:

cc: Legislative Counsel

<b>TRANSMITTAL SLIP</b>		DATE
<b>TO:</b>		
DDCI		
ROOM NO.	BUILDING	
REMARKS:		
<p><i>Gen Walters</i></p> <p><i>You are invited</i></p> <p><i>to DCI Breakfast for</i></p> <p><i>Dellums at 0800 on</i></p> <p><i>Monday.</i></p> <div style="text-align: right;">  </div>		
<b>FROM:</b>		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241  
1 FEB 55

REPLACES FORM 36-8  
WHICH MAY BE USED.

(47)

25X1